

INTERNAL USE ONLY

OLC 71-2052

3 December 1971

MEMORANDUM FOR THE RECORD

SUBJECT: Equal Employment Opportunity Enforcement
Act - S. 2515

1. Background:

a. Title VII of the Civil Rights Act of 1964 established the Equal Employment Opportunity Commission. At present, Federal employment is excluded from the operation of Title VII (section 701 (b)(1) and (f)).

b. The primary purpose of S. 2515 is to tighten up on the enforcement powers of the Commission, but it also contains a separate provision covering Federal employment. It is quite likely that S. 2515 will be approved by the 92nd Congress in some form.

2. Existing Law:

5 U.S.C. 7151 states the policy of the U. S. to insure equal employment opportunities for Federal employees without discrimination because of race, color, religion, sex, or national origin. This general provision of law and the more specific language of Executive Order No. 11478, "Equal Employment Opportunity in the Federal Government," apply to the Agency. Section 4 of the Executive Order provides for appeal from final agency action to the Civil Service Commission. Appeal to the courts is apparently available to an aggrieved although court review is not specified in either 5 U.S.C. 7151 or Executive Order 11478.

3. Proposed Law:

a. The proposed law provides the Civil Service Commission statutory authority for ordering remedies, such as back pay, reinstatement, hiring, and immediate promotion.

INTERNAL USE ONLY

INTERNAL USE ONLY

b. It also directs Commission involvement in equal employment programs of executive agencies.

c. Finally, it provides a statutory basis for a civil action in the U. S. District Court against an agency head following final disposition of a case by either an agency or the Civil Service Commission.

4. Discussion:

a. The Federal employee provision in the House version of the proposed law was stricken on the House floor. However, it did not cover CIA employment as the provision applied solely to the competitive service.

b. The Senate version of the Federal employee provision (S. 2515, new section 717) applies to CIA and raises at least the following problems:

(1) The enforcement authority of the Civil Service Commission and the remedies available to the aggrieved through court action could conflict with the Director's authority to terminate employment under section 102(c) of the National Security Act of 1947. To the extent the newer authorities prevailed there would be a dilution of the Director's 102(c) authority.

(2) Proceedings on complaints before either the Civil Service Commission on appeal or the district courts may necessarily involve the disclosure of information on Agency "organization, functions, names, official titles, salaries, or numbers of personnel employed" in conflict with section 6 of the CIA Act of 1949 and the Director's responsibility to protect intelligence sources and methods.

(3) The remedies available to aggrieved employees or applicants could be used to harass the Agency and its functioning, with ramifications similar in substance, if not in scope, to those we have associated with the so-called Ervin bill on constitutional rights of Federal employees.

(4) There may be a legitimate operational need that the assignment of personnel by the Agency not be free from discrimination based on race, color, religion, sex or national origin.

2
INTERNAL USE ONLY

INTERNAL USE ONLY

c. House

The staff director of the House subcommittee having jurisdiction over the matter is sympathetic with our problem and feels we could line up support for our position among the members of the subcommittee, including Chairman Dent who no doubt would be on the conference committee appointed to iron out differences between the Senate and House versions of the bill.

Senate

The senior majority and minority staff members of the Senate subcommittee likewise appear to be sympathetic and have offered to recommend to Chairman Williams whatever floor amendment or legislative history we can work up with the Civil Service Commission's blessing and within the following constraints:

(1) CIA should not be exempted by name (this could lead to a run of similar requests from other executive agencies).

(2) The provision cannot be limited solely to the "competitive service" since this would exempt "excepted positions" other than CIA's which they feel should be covered. (The provision uses the language of the executive order in defining its application to executive agencies. The Civil Service Commission has apparently bought the Senate provision in a compromise to fend off the transfer of its present authority over equal employment to the Equal Employment Opportunity Commission. As a consequence, the provision is being explained as merely spelling out in statute what now exists in executive order. This is an oversimplification in view of the proposed enforcement authorities of the Civil Service Commission, and the easier and less costly access to the Federal courts.)

5. Options:

a. Propose a specific exemption for CIA. This is probably unacceptable to the Senate subcommittee staff and from the Agency's interest could be misconstrued to give credence to allegations such as Senator Ervin's that the Agency believes it is beyond the law.

INTERNAL USE ONLY

INTERNAL USE ONLY

b. Prepare an indirect but complete exemption such as:

(1) Restrict the application of the provision to the "competitive service." The provision would then have a narrower application than Executive Order 11478 and may be unacceptable to the Senate subcommittee staff and the Civil Service Commission. On the other hand, such limited application would be in line with:

(a) The application provision reported out by the House committee, and

(b) The application provision proposed by the Senate committee for the judicial and legislative branches.

(2) Exclude from the application of the provision personnel actions subject to an explicit statutory authority for terminating the employment of any Federal officer or employee in the interest of the United States "notwithstanding the provisions of any other law" (precedent for exempting security cases is found in 703 (g) of Title VII).

(3) Authorize the President to designate positions or agencies which would not be subject to the application of the provision.


c. Attempt to get something short of a full exemption such as:

(1) Assuring that any charge, investigation or proceedings before the Civil Service Commission cannot be made public and that nothing said or done during and as a part of such endeavors may be made public without the written consent of the parties, or used as evidence in subsequent proceedings (precedent for this is contained in 706(a) of Title VII); or

(2) Providing a basis for bona fide occupational exemption (precedent for this is in sec. 703(e)(1) of Title VII).

d. Do nothing on the basis that the foreseeable probable harm to the Agency is slight and, in any case, less harmful than adverse publicity which may result if our interest in being exempted becomes a public issue in the Congress.

25X1A


Assistant Legislative Counsel